ROUTING AND RECORD SHEET

SUBJECT: (Optional)

DDO Statistics as of 30 June 1981

FROM: [redacted] 2 C 42 Hqs	**EXTENSION** [redacted]	**NO.**
		DATE 31 July 1981

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TO: (Officer designation, room number, and building)	**DATE**		**OFFICER'S INITIALS**	**COMMENTS** (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	**FORWARDED**		
1. OP/HRPS - ATTN: Sandy 1012 Ames Bldg.				SANDY, Attached are the statistics you requested. Additional info that may be of some use to you-- [redacted]
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FORM 610 USE PREVIOUS EDITIONS
1-79

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Methodology:

The LBASEQ model (a MARKOV model of transition states) is framed in an 8 by 8 transitional matrix that shows flows from 4 domestic grade groups and 4 foreign-field grade groups to the corresponding groupings. ~~But~~ Additional specifications are attrition rates, EOD rates, promotion rates and tour rates. Though tours may be more properly considered as a series of lagged difference equations, the simplified treatment of tours as rates is adequate to test the impact of different tour lengths. The data file for 2 year overseas tours are "CTOURF" and three year tours are "CTOURE".

The annual increases [redacted] 25X that are shown are those calculated in previous studies for DO professionals. They probably exceed expected growth in operations officers and ~~then~~ thus overstate the absorption problem.

Introduction:

To answer the question posed by C/CMJ, we have run several simulations on the computer using a simplified model. The variables included promotion rates and length of tour. Grades were grouped into GS 7-11, 12-13, 14-15, and SIS. The universe studied is that of a "operations officer"

Findings:

I Length of tours:

a). New operations officers (CTs and any others) Can go overseas within 2 years of hire.

b). A Two year overseas tour for all grades is consistent with a requirement not to exceed the current overseas strength; a longer tour causes overseas strength to rise.

c). If it is desirable to increase overseas strength, the cost effective way to do that is to ~~go to~~ employ three year tours. The simulation shows a 23 % increase (in 4 years) would then be possible.

~~II. Headquarters buildup:~~

~~a).~~

d). The model shows that to avoid a buildup at senior levels, desirable home tours are 3 years for grades 12-13 and 5 years for GS 14 and up (through SIS).

II. Headquarters Buildup

a). With 2 year tours overseas, ~~headquarters~~ domestic strength build ~~[illegible]~~ by [illegible] % in four years, and rises from 50 % of all operations officers to 61 %.

b). With ~~a~~ 3 year tours overseas, ~~headquarters~~ ~~US~~ domestic strength ~~[illegible]~~ rises by 32 % in 4 years and the share of all operations officers rises up to 52 %.

25X

[redacted]

25

[redacted]

IV Hiring eff on CT attrition rates: ~~not studied~~ a data question not studied in the model. As the CTs can be absorbed within a reasonable time, we do not expect any unfavorable attrition ~~tied from~~ experience ~~for~~ for reasons of delay in overseas assignments.

In addition,
* 60 CT positions have added in FY 1981 and another 60 will be added in FY 1982.

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MARKOV OF DO. PROBLEM.

MATRIX –

3 GRADE GROUPS — JR
INT.
SENIOR

3 EMPLOYMENT LOCII
1 HQ. &
2 FOR. FIELD
3 DOM. FIELD

OPTION : COMBINE 1 & 3

4 VECTOR ATTRITION

State

1) RECRUIT R
2) REMAIN IN GRADE & EMPLOYMENT GROUP S
3) PROMOTE (P)
4) CHANGE LOCATION (L)
5) PROMOTE & CHANGE (P&L)

UNIVERSE = D/S OFFICERS

INITIAL TRANSITION RATES = PROM RATES
ATTRITION RATES
ASSIGNMENT TOURS

SCHEMATIC OF DO PROBLEM

	Hq.			FIELD			W
	1 -	2 -	3	1	2	3	
1 H	S	P		A	P+A		✓
1 F	A	P+A		S	P		✓
2 H		S	P		A	P+A	✓
2 F		A	P+A		S	P	✓
3 H			S			A	✓
3 F			A			S	✓
R	✓✓	✓	✓				

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Ques for disc

Since Far fld ltd, ~~wud~~ can we expect inc in DC for fld ops?

Is DC rather stable or can we expect chg in DC. other than 100 lang

80 ops @ Hq only or Hq US fld

Can we combine OPS off/Trng off/Trng cntr in DC

90 unencumbered ops pos, why?

? length US fld tour

? app # trans Hq → FF; USF → FF; FF → USF; FF → FF;

USF → USF; FF → HQ, Hq → USF; USF → HQ

do Hq → DC/OTE only

Start @ end CT train

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[redacted] — CT office [redacted]

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 NOTE                                                                    00001
 NOTE TRANSFERS OF PERSONNEL ARE BASED ON FIXED RATES DETERMINED BY      00002
 NOTE TOUR LENGTH OF F=36, H=24, R=30 AND 50% FH, 50% FR, 60% HF,        00003
 NOTE 40% HR, 50% RF AND 50% RH                                          00004
 NOTE PROMOTIONS ARE AT FIXED RATES AT ALL LEVELS                        00005
 NOTE SEPARATIONS ARE AT FIXED RATES AT ALL LEVELS                       00006
 NOTE CT INPUT TWICE A YEAR AT 9,10,11 AT HQS ONLY                       00007
 NOTE ADDITIONAL ONE PERSON EACH YEAR AT 10,11,12 AT HQS ONLY            00008
 NOTE LANGUAGE TRAINING INCLUDED FOR 12 AND 24 MONTHS                    00009
 NOTE  GS9 SECTOR                                                        00011
 NOTE                                                                    00012
 ◆  G9                                                                   00013
 L  F9.K=F9.J+DT◆(HF9.JK+RF9.JK-FH9.JK-FR9.JK-FP10.JK-FS9.JK)            10020
 N  F9=F9C                                                               10021
 C  F9C=2                                                                10022
 R  HF9.KL=HFC◆H9.K                                                      10030
 C  HFC=.025                                                             10031
 R  RF9.KL=RFC◆R9.K                                                      10040
 C  RFC=.017                                                             10041
 R  FH9.KL=FHC◆F9.K                                                      10050
 C  FHC=.014                                                             10051
 R  FR9.KL=FRC◆F9.K                                                      10060
 C  FRC=.014                                                             10061
 R  FP10.KL=PULSE(P10H◆F9.K,P10F,P10I)                                   10070
 C  P10H=.64                                                             10071
 C  P10F=2                                                               10072
 C  P10I=12                                                              10073
 R  FS9.KL=S9C◆F9.K                                                      10080
 C  S9C=.003767                                                          10081
 L  H9.K=H9.J+DT◆(FH9.JK+RH9.JK+A9.JK-HS9.JK-HF9.JK-HR9.JK-HP10.JK)      10090
 N  H9=H9C                                                               10091
 C  H9C=5                                                                10092
 R  A9.KL=CT9.K                                                          10100
 A  CT9.K=PULSE(CT9H,CT9F,CT9I)                                          10110
 C  CT9H=5                                                               10111
 C  CT9F=5                                                               10112
 C  CT9I=6                                                               10113
 R  HS9.KL=S9C◆H9.K                                                      10120
 R  RH9.KL=RHC◆R9.K                                                      10130
 C  RHC=.017                                                             10131
 R  HR9.KL=HRC◆H9.K                                                      10140
 C  HRC=.017                                                             10141
 R  HP10.KL=PULSE(P10H◆H9.K,P10F,P10I)                                   10150
 L  R9.K=R9.J+DT◆(HR9.JK+FR9.JK-RH9.JK-RF9.JK-RP10.JK-RS9.JK)            10160
 N  R9=R9C                                                               10161
 C  R9C=4                                                                10162
 R  RP10.KL=PULSE(P10H◆R9.K,P10F,P10I)                                   10170
 R  RS9.KL=S9C◆R9.K                                                      10180
NOTE LANGUAGE TRAINING FOR 2 EACH 24 MONTHS AND 2 EACH 12 MONTHS         10181
L  L9.K=L9.J+DT◆(L9I.JK-L9O.JK)                                          10190
N  L9=L9C                                                                10191
C  L9C=2                                                                 10192
R  L9I.KL=PULSE(L9IH,L9IF,L9II)                                          10200
C  L9IH=4                                                                10201
C  L9IF=1                                                                10202
C  L9II=12                                                               10203
R  L9O.KL=PULSE(L9OH,L9OF,L9OI)                                          10210
C  L9OH=4                                                                10211
C  L9OF=12                                                               10212
C  L9OI=12                                                               10213
NOTE                                                                     10214
NOTE  GS10 SECTOR                                                        10215
NOTE                                                                     10216
◆  G10                                                                   10217
L  F10.K=F10.J+DT◆(HF10.JK+RF10.JK+FP10.JK-FH10.JK-FR10.JK-FP11.JK       10220
X  -FS10.JK)                                                             10221
N  F10=F10C                                                              10222
C  F10C=0                                                                10223
R  HF10.KL=HFC◆H10.K                                                     10230
R  RF10.KL=RFC◆R10.K                                                     10240
R  FH10.KL=FHC◆F10.K                                                     10250
R  FR10.KL=FRC◆F10.K                                                     10260
R  FP11.KL=PULSE(P11H◆F10.K,P11F,P11I)                                   10270
C  P11H=.364                                                             10271
C  P11F=2                                                                10272
C  P11I=12                                                               10273
R  FS10.KL=S10C◆F10.K                                                    10280
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FFTLC FFLC
FFLC = 2 or 3
UFTLC = UFLC
UFLC = ?

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NOTE LANGUAGE TRAINING FOR 5 EACH 24 MONTHS AND 2 EACH 12 MONTHS          10381
L   L10.K=L10.J+DT◆(L10I.JK-L10O.JK)                                       10390
N   L10=L10C                                                               10391
C   L10C=5                                                                 10392
R   L10I.KL=PULSE(L10IH,L10IF,L10II)                                       10400
C   L10IH=7                                                                10401
C   L10IF=1                                                                10402
C   L10II=12                                                               10403
R   L10O.KL=PULSE(L10OH,L10OF,L10OI)                                       10410
C   L10OH=7                                                                10411
C   L10OF=12                                                               10412
C   L10OI=12                                                               10413
NOTE                                                                       10414
NOTE  GS11 SECTOR                                                          10415
NOTE                                                                       10416
◆   G11                                                                    10417
L   F11.K=F11.J+DT◆(HF11.JK+RF11.JK+FP11.JK-FH11.JK-FR11.JK-FP12.JK       10420
X   -FS11.JK)                                                              10421
N   F11=F11C                                                               10422
C   F11C=14                                                                10423
R   HF11.KL=HFC◆H11.K                                                      10430
R   RF11.KL=RFC◆R11.K                                                      10440
R   FH11.KL=FHC◆F11.K                                                      10450
R   FR11.KL=FRC◆F11.K                                                      10460
R   FP12.KL=PULSE(P12H◆F11.K,P12F,P12I)                                    10470
C   P12H=.326                                                              10471
C   P12F=1                                                                 10472
C   P12I=12                                                                10473
R   FS11.KL=S11C◆F11.K                                                     10480
C   S11C=.003767                                                           10481
L   H11.K=H11.J+DT◆(FH11.JK+RH11.JK+HP11.JK+A11.JK-HS11.JK-HF11.JK        10490
X   -HR11.JK-HP12.JK)                                                      10491
N   H11=H11C                                                               10492
C   H11C=9                                                                 10493
R   A11.KL=CT11.K+PR11                                                     10500
A   CT11.K=PULSE(CT11H,CT11F,CT11I)                                        10510
C   CT11H=5                                                                10511
C   CT11F=5                                                                10512
C   CT11I=6                                                                10513
C   PR11=.083                                                              10514
R   HS11.KL=S11C◆H11.K                                                     10520
R   HR11.KL=HRC◆H11.K                                                      10530
R   HP12.KL=PULSE(P12H◆H11.K,P12F,P12I)                                    10540
L   R11.K=R11.J+DT◆(HR11.JK+FR11.JK+RP11.JK-RH11.JK-RF11.JK-RP12.JK       10550
X   -RS11.JK)                                                              10551
N   R11=R11C                                                               10552
C   R11C=5                                                                 10553
R   RH11.KL=RHC◆R11.K                                                      10560
R   RP12.KL=PULSE(P12H◆R11.K,P12F,P12I)                                    10570
R   RS11.KL=S11C◆R11.K                                                     10580
NOTE LANGUAGE TRAINING FOR 2 EACH 24 MONTHS AND 1 EACH 12 MONTHS          10581
L   L11.K=L11.J+DT◆(L11I.JK-L11O.JK)                                       10590
N   L11=L11C                                                               10591
C   L11C=2                                                                 10592
R   L11I.KL=PULSE(L11IH,L11IF,L11II)                                       10600
C   L11IH=3                                                                10601
C   L11IF=1                                                                10602
C   L11II=12                                                               10603
R   L11O.KL=PULSE(L11OH,L11OF,L11OI)                                       10610
C   L11OH=3                                                                10611
C   L11OF=12                                                               10612
C   L11OI=12                                                               10613
NOTE                                                                       10614
NOTE GS12 SECTOR                                                           10615
NOTE                                                                       10616
◆   G12                                                                    10617
L   F12.K=F12.J+DT◆(HF12.JK+RF12.JK+FP12.JK-FH12.JK-FR12.JK-FP13.JK       10620
X   -FS12.JK)                                                              10621
N   F12=F12C                                                               10622
C   F12C=35                                                                10623
R   HF12.KL=HFC◆H12.K                                                      10630
R   RF12.KL=RFC◆R12.K                                                      10640
R   FH12.KL=FHC◆F12.K                                                      10650
R   FR12.KL=FRC◆F12.K                                                      10660
R   FP13.KL=PULSE(P13H◆F12.K,P13F,P13I)                                    10670
C   P13H=.309                                                              10671
C   P13F=11                                                                10672
C   P13I=12                                                                10673
R   FS12.KL=S12C◆F12.K                                                     10680
C   S12C=.005                                                              10681
L   H12.K=H12.J+DT◆(FH12.JK+RH12.JK+HP12.JK+A12.JK-HS12.JK-HF12.JK        10690
X   -HR12.JK-HP13.JK)                                                      10691
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N   H12=H12C                                                          10692
C   H12C=13                                                           10693
R   A12.KL=PR12                                                       10700
C   PR12=.083                                                         10701
R   HS12.KL=S12C◆H12.K                                                10710
R   RH12.KL=RHC◆R12.K                                                 10720
R   HR12.KL=HRC◆H12.K                                                 10730
R   HP13.KL=PULSE(P13H◆H12.K,P13F,P13I)                               10740
L   R12.K=R12.J+DT◆(HR12.JK+FR12.JK+RP12.JK-RH12.JK-RF12.JK-RP13.JK   10750
X   -RS12.JK)                                                         10751
N   R12=R12C                                                          10752
C   R12C=17                                                           10753
R   RP13.KL=PULSE(P13H◆R12.K,P13F,P13I)                               10760
R   RS12.KL=S12C◆R12.K                                                10770
NOTE LANGUAGE TRAINING FOR 3 EACH 12 MONTHS                           10771
L   L12.K=L12.J+DT◆(L12I.JK-L12O.JK)                                  10780
N   L12=L12C                                                          10781
C   L12C=0                                                            10782
R   L12I.KL=PULSE(L12IH,L12IF,L12II)                                  10790
C   L12IH=3                                                           10791
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